

Analysis of Vocational Education & Training on the Private Sector and Resolution for its Competitiveness

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The recent development of technology has brought about rapid societal changes that have included the move beyond virtual reality and into augmented reality. The job performance skills required by workers have also become more advanced and continuously changed. On the other hand, the number of idle youth workers has increased due to the continued trend towards higher education degrees, a phenomenon that has not reflected the demands of the Korean labor market. Job transfers have also increased amidst the frequent restructuring of enterprises. The changes in the economic structure have resulted in the continuous development of vocational abilities during one's lifetime emerging as an essential element needed to stabilize employment, maintain the competitiveness of enterprises, and ensure continuous national economic growth.

This study identified the main criteria associated with the private vocational ability development market, analyzed the size of this market, and delved into its relationship with the labor market. The end goal of vocational ability development is for workers to achieve a higher level of productivity and raise their economic status. The majority of the training facilities that constitute the main suppliers within the private vocational ability development market are in fact small-sized institutions. The study found that the competitiveness gap was very big, and this even amongst large-sized institutions. In this regard, rather than focusing on the forced liquidation or merger of training facilities, incentives should be provided to existing institutions in order to incite them to voluntarily strengthen their competitiveness.

Based on a survey of trainees, this study also analyzed the current state of the demands of the private vocational ability market. As far as employed trainees are concerned, the low degree of connectivity that exists between vocational ability development and elements of personnel management, such as

salary increases and promotion, renders it necessary for enterprises to strengthen the linkages between these two factors. Meanwhile, there is a need, where unemployed trainees are concerned, for the government to pay attention to the activation of employment through the reinforcement of vocational training and employment.

Given the actual state of the private vocational ability development market, the following measures are introduced to strengthen its competitiveness. First, based on the importance of distributing information when it comes to ensuring the efficiency and competitiveness of the market, it is essential that the information infrastructure be strengthened. Second, it is important that various inducement systems capable of improving the overall immersion of trainees be introduced. Third, the need to strengthen consultations related to vocational training renders it necessary to also heighten the vocational specialization of trainees and to supplement the consultation function of employment centers and training facilities. Fourth, it is also incumbent that the improvement of vocational specialization be institutionalized, and that training contents be designed based on industrial demand. Lastly, weaknesses at each training stage can be improved through the fostering of the competencies of those in charge of the development of the training process, the securing and maintenance of training lecturers and instructors, and the strengthening of the feedback system used to evaluate the training facilities.